

December 10, 2020

Via Certified Mail

Brian Marcotte
WIOA Dislocated Services Section Manager
Workforce Development – Targeted Services Division
201 N Washington Sq., 5th Floor
Lansing, MI 48913
Marcotteb1@michigan.gov

Samantha Hanna
Deputy Clerk
5255 Alpine Ave NW
Comstock Park, MI 49321
s.hanna@alpinetwp.org

RE: Amended WARN Act Notice
NBHX Trim USA (the “Company”)
1020 7 Mile Rd
Comstock Park, MI 49321

Dear Section Manager Marcotte and Deputy Clerk Hanna:

As previously communicated on November 19th, 2020 per the requirements of the Federal Workers’ Adjustment and Retraining Notification (WARN) Act of 1988, as a direct result of unforeseeable business circumstances the Company will be implementing layoffs at the above facility. Initially it was anticipated that permanent layoffs may occur as early as December 17th, 2020. In order to insure that the affected employees received adequate notice, and in order to meet revised business requirements, it has now been determined that permanent layoffs will not begin until January 18th, 2021.

A list of the affected positions is enclosed, including the number of employees affected in each position.

Affected employees do not have bumping rights.

Employees are not represented by a union.

Each employee will be given a description of their benefits and the Company will ensure that employees will be paid all earned wages and benefits through the separation date.

For further information, please contact Joanna Kasper, Human Resources Manager, at joanna.kasper@nbhx-trim.com or (616) 301-8406.

Sincerely,

Joanna Kasper
Human Resources Manager
1020 7 Mile Rd
Comstock Park, MI 49321

List of Affected Positions

Job Title	Number of Affected Employees
Face Veneer Cell Operator	1
Acetone Wash	1
Bleach Washer	1
Buffer	4
CNC Operator	9
Containment	1
FC Buffer	1
Filler	1
Inspector	2
Inspect/Pack	7
Janitor	1
Maintenance Mechanic	1
Model Shop Technician	1
NC Buff Operator	1
PE/PU Machine Operator	3
Press Operator	5
PU Sprayer	4
PUC Technician	1
Quality Control Inspector	1
Rack/Unracker	3
Robot Operator	1
Sander	7
Scuff Sander	1
Stainer	1
Stroke Sander	1

Touch Up Operator	6
Utility Operator	4
Warehouse Operator	2
Outsource Material Scheduler	1
Manufacturing Engineer	1
Process Center Manager	1
Production Material Scheduler	1